



The Heart of Coaching: Using Transformational Coaching to Create a High-Performance Coaching Culture

By Thomas G. Crane

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This 4th edition makes the coaching process between colleagues even more powerful. The elements of the Roadmap are enhanced to ensure they are easier to grasp and apply. More and more leaders and their organizations are becoming convinced in the business case for creating a "coaching culture". This book provides the tools for leaders and teams to develop a common language and shared protocol and a learning and development orientation towards people. These critical dynamics support the entire culture becoming a "feedback-rich, high-performance" organization. For this to occur, a common coaching approach driven by coaching UP, DOWN, and SIDEWAYS is necessary. Coaching flows in all directions to managers, peers, and direct reports. Coaching becomes the normal "way we do things around here." The premise of "The Heart of Coaching" was never more true. "As coaching becomes a predominant cultural practice...it will create a performance-focused, feedback-rich organization capable of creating and sustaining a competitive advantage." This "Fourth Edition" (available now) makes the use of the enhanced coaching model easier to use than ever, since it now includes a colorized snapshot reference card. Additionally, several powerful enhancements of the Transformational Coaching methodology make it one of the most comprehensive, and systematic approaches to coaching you will find today. It guides leaders, managers, and entire teams who want to enhance or master their coaching skills through 2 critical aspects of coaching: 1. establishing authentic, healthy and respectful coaching relationships, and 2. organizing and conducting the actual coaching conversations that lead to commitments for positive results that both the coach and the coachee are willing to support.

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Editorial Review

Review

"Emotional intelligence" - the secret to gaining a competitive edge - here's a road map for developing emotionally intelligent coaches. -- *David Grudermeyer, Ph.D. & Rebecca Grudermeyer, Psy.D., Directors of Willingness Works, and co-authors of Collier's 1997 Mental Health Book of the Year, Sensible Self-Help. The Heart of Coaching creates a shared vocabulary and high-performance focus that will get results in any organization! -- Skip Oppenheimer, Chairman/CEO, Oppenheimer Companies, Inc. The concept of Boss as Coach is a compelling one, and Transformational Coaching will define leadership in the 21st Century. Tom Crane provides a mechanism for individual and organizational change that will add enormous value to people and their organizations. -- Eric Mokover, Asst. Dean and Director, MBA Program, The Anderson School of Management, UCLA. The concept of Boss as Coach is a compelling one, and Transformational Coaching will define leadership in the 21st Century. -- Eric Mokover, Asst. Dean and Director, MBA Program, The Anderson School of Management, UCLA. The most overlooked and underestimated secret to gaining the competitive edge in business is "emotional intelligence." The Heart of Coaching provides a brilliantly practical and long overdue road map for developing executives and managers into emotionally intelligent coaches. A must read-and-use for anyone who has realized that building success requires the know-how to compassionately foster self-responsibility and collaboration in teams. -- David Grudermeyer, Ph.D. & Rebecca Grudermeyer, Psy.D., Directors of Willingness Works, and co-authors of Collier's 1997 Mental Health Book of the Year, Sensible Self-Help.*

This process works! It gets to the truth...with heart...a rare book full of common sense and applicability. -- *James E. Newton, CEO, Newton Learning Corporation*

This provides a powerful communication process that insures "connection and comprehension" occur between the coach and the coachee. -- *Craig Neilsen, Ph.D., Director, Organizational Effectiveness and Learning, Micronpc.com*

This work is right on point! Performance management is the business issue of our times and coaching is THE requisite skill for all leaders who need to get the best from their teams. Every practitioner will benefit from Tom's contagiously passionate approach, guaranteed to help you and your team. --*C.O. Woody, Senior Vice President, Florida Power & Light*

From the Publisher

This book is destined to make an impact on the leadership styles and cultures of the leaders who read and apply this transformational approach. It will be an invaluable investment in developing contemporary leadership competencies in leading the three different generations working side-by-side in our organizations. Connecting with people to discover what makes them "tick" is a rich and underdeveloped source of genuine influence and power. Transformational Coaching provides the framework for creating this deeper level of trust and mutual support.

From the Author

In the years I have worked with leaders and their teams to create high-performance, no leaders have been more powerful and effective with people than the ones who have decided to become a coach. Shifting both mindset and skillset from being "The Boss" to being "The Coach" is one of the most powerful transformations a leader can make as they develop their capacity to lead.

THE BOSS pushes people for results, THE COACH lifts people to higher level of performance; THE BOSS tells people what to do, THE COACH asks questions to see what people feel should be done; THE BOSS unwittingly triggers insecurity, THE COACH consciously triggers creativity; THE BOSS knows the answers, THE COACH seeks the answers; THE BOSS wants to achieve compliance, THE COACH inspires commitment; THE BOSS is focused only on results, THE COACH balances focus on process and performance; THE BOSS tries to get the most from people, THE COACH works to get the best from people.

Users Review

From reader reviews:

Ann Davis:

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Kevin Ortiz:

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Elisabeth Martinez:

What do you regarding book? It is not important along with you? Or just adding material when you require something to explain what the one you have problem? How about your spare time? Or are you busy man or woman? If you don't have spare time to perform others business, it is make you feel bored faster. And you have free time? What did you do? Everyone has many questions above. They should answer that question mainly because just their can do this. It said that about book. Book is familiar in each person. Yes, it is proper. Because start from on jardín de infancia until university need this specific The Heart of Coaching: Using Transformational Coaching to Create a High-Performance Coaching Culture to read.

Marc Medina:

This book untitled The Heart of Coaching: Using Transformational Coaching to Create a High-Performance

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